

## § 532.419

## 5 CFR Ch. I (1–1–03 Edition)

(12) An increase resulting from the grant of a quality step increase under the General Schedule.

[46 FR 21344, Apr. 10, 1981, as amended at 49 FR 37055, Sept. 21, 1984; 55 FR 46180, Nov. 1, 1990]

### § 532.419 Grade and pay retention.

(a) In accordance with section 9(a)(1) of Public Law 92–392 (86 Stat. 564, 573), an employee's initial rate of pay on conversion to a wage schedule established under the provisions of subchapter IV of chapter 53, title 5, United States Code, shall be determined under conversion rules prescribed by the Office of Personnel Management.

(b) Except as provided in paragraph (a) of this section, an employee's eligibility for grade and/or pay retention shall be determined in accordance with the provisions of part 536 of this title.

## Subpart E—Premium Pay and Differentials

### § 532.501 Definitions.

In this subpart:

*Administrative workweek* means a period of seven consecutive calendar days.

*Basic workweek* for full time employees means the days and hours within an administrative workweek which make up the employee's regularly scheduled 40-hour workweek.

*Environmental differential* means a differential paid for a duty involving unusually severe hazards or working conditions.

*Irregular or occasional overtime work* means overtime work which is not part of the regularly scheduled administrative workweek.

*Night shift differential* means the differential paid the employee when the majority of regularly scheduled non-overtime hours worked fall between 3 p.m. and 8 a.m.

*Overtime work* means authorized and approved hours of work performed by an employee in excess of eight hours in a day or in excess of 40 hours in an administrative workweek, and includes irregular or occasional overtime work and regular overtime work.

*Premium pay* means additional compensation for overtime, or Sunday work, and standby duty.

*Sunday work* means work performed during a regularly scheduled tour of duty within a basic workweek when any part of that work which is not overtime work is performed on Sunday.

*Regular overtime work* means overtime work which is a part of the regularly scheduled administrative workweek.

*Regularly scheduled administrative workweek* means:

(1) For full-time employees, the period within an administrative workweek within which employees are scheduled to be on duty regularly.

(2) For part-time employees, it means the days and hours within an administrative workweek during which these employees are scheduled to be on duty regularly.

*Tour of duty* means the hours of a day, i.e., a daily tour of duty, and the days of an administrative workweek, i.e., a weekly tour of duty, that are scheduled in advance and during which an employee is required to perform on a regularly recurring basis.

### § 532.503 Overtime pay.

(a)(1) Employees who are exempt from the overtime pay provisions of the Fair Labor Standards Act of 1938, as amended, shall be paid overtime pay in accordance with 5 U.S.C. 5544 and this section. Employees who are non-exempt shall be paid overtime pay in accordance with part 551 of this chapter.

(2) Hours of work in excess of eight in a day are not included in computing hours of work in excess of 40 hours in an administrative workweek.

(b) *Effect of leave on overtime pay.* (1) Hours during which an employee is absent from duty on paid leave during time when the employee otherwise would have been required to be on duty shall be considered hours of work in determining whether the employee is entitled to overtime pay for work performed in excess of eight hours a day or 40 hours a week.

(2) For the purposes of paragraph (b)(1) of this section paid leave includes but is not limited to:

(i) Annual or sick leave;